

CHAPTER 10. PERSONNEL REQUIREMENTS

10-1. General. Personnel requirements for fish and wildlife management depend upon: the geographic location, size, and nature of an installation; the fish and wildlife habitat potentials of an area; and the fish and wildlife management objectives of the installation. Fish and wildlife managers should have both a broad knowledge of and specialized capabilities in one or more of the areas of ecology, natural resources management, outdoor recreation, or fish and wildlife. They should be able to evaluate habitat, including vegetation, water quantity and quality, and soils, in terms of wild animals' needs. They should also be able to identify factors limiting populations of desired species. They should have an appreciation of ecosystems analysis and an ability to synthesize data. Personnel requirements and staffing patterns vary at different levels or echelons of the military establishment in a manner similar to that of other federal land-managing agencies.

10-2. Staffing. The GS-grade level and type of fish and wildlife managers required on individual installations may vary greatly. Installations with no agricultural, forest, or wild lands may not require a wildlife manager, although consideration should be given by grounds maintenance personnel to wildlife enhancement in developed areas through selection of landscaping plants and management of existing vegetation. On some installations with considerable agricultural, forest, or undeveloped land, one person at the GS-11 level, assisted by technicians, should be able to handle the entire natural resources management program including forestry, fish and wildlife, and recreation. On larger installations a GS-12 natural resources manager and a fish and wildlife biologist at the GS-9/11 level can do an adequate job if they have a staff of technical assistants at the GS-5/7 level. Such technicians are needed to develop wildlife food plots, inventory wildlife, operate deer-checking stations, and handle numerous other assignments. Some technicians can be employed on a seasonal basis. Good help also can be obtained by employing students during summers. Close liaison with universities may lead to assistance by professors and other qualified personnel on many technical problems.

10-3. Qualification Standards and Civil Service Registers.

10-3.1. US Fish and Wildlife Service. As a principal

Federal agency concerned with fish and wildlife, the Fish and Wildlife Service has worked with the Civil Service Commission (now Office of Personnel Management) to develop qualification standards for fish and wildlife research and management positions. Applications for employment are received and rated by procedures established and approved by these two agencies, and registers of applicants eligible for consideration for certain types of positions are compiled. Whether a position is filled by a civilian or by military person, the qualification standards developed by the Civil Service Commission will be helpful. The "single agency" qualification standards for the wildlife refuge management series (GS-485) developed by the Fish and Wildlife Service can aid in setting standards for wildlife managers on military installations. Suggestions for other GS series applicable to installations can be obtained from the Fish and Wildlife Service (app C, No. 6c).

10-3.2. The Office of Personnel Management. The Office of Personnel Management (app C, No. 1) can provide qualification standards and register of eligible applicants in a broad range of fish and wildlife management positions. The standards vary according to GS grade levels, duties of the incumbent, and specific areas of concern. Usually, the minimum requirements are a full, 4 year course of study in an accredited college or university leading to a bachelor's degree or higher in the area of wildlife biology, wildlife management or the equivalent in formal training and experience. For position where duties involve a considerable amount of cooperative work, applicants must show that they have the ability to establish sound, effective working relations with others, including the general public.

10-4. Law Enforcement Personnel.

10-4.1. Law Enforcement as Part of Management. Enforcement personnel often are the principal contacts that fishermen and hunters have with the fish and wildlife management unit. They not only enforce the law but also are public relations agents and educators. They are engaged in a wide variety of tasks, ranging from fish and wildlife management to first aid or rescue for lost hunters.

10-4.2. Type and Number. The number and type of law enforcement personnel needed on an installation

depend upon the size of the area, the type and extent of fishing and hunting, the extent of public participation and the number of access points available to participants, particularly the public. With limited access and fishing and hunting checkpoint requirements, the number of enforcement personnel can be held to a minimum. In nationwide surveys, described in Wildlife Law Enforcement (app B, No. 73) the number of hunters and fishermen per state conservation officer averaged 7,160 in 1968, and the number of arrests per conservation officer averaged 55 per year.

10-4.3. Qualification Standards. In 1976, 13 of the state conservation departments required a college wildlife degree for their conservation officers, and six additional states required two years of college. Orientation towards education and public relations is an important aspect of law enforcement work, as cited in Law Enforcement—A Tool of Management in a Manual of Wildlife Conservation (app B, No. 72). If possible, law enforcement personnel should be selected from individuals with training and experience both in fish or wildlife management and in law enforcement. Law enforcement officers should be able to identify the common plants and animals on an installation and explain to hunters and anglers what is being done to promote the installation's natural resources management program. U.S. Civil Service Announcement 432, Series Code-1812, or subsequent announcements describe minimum requirements, general ex-

perience, and qualifying specialized experience for Special Agent (Wildlife) at the GS-5 and GS-7 levels for law enforcement positions in the Fish and Wildlife Service. It is recommended that, in addition to some university training in fish and wildlife management, military personnel or civilian security police assigned to fish and wildlife law enforcement attend a short course in law enforcement. Such courses are conducted by some state fish and game departments and universities. Texts or references for such courses are available in Manual for the Conservation Officer (app B, No. 49) and Wildlife Law Enforcement (app B, No. 101).

10-5. Technical Assistance. The Office of Personnel Management collaborates in developing new job series as needed. Assistance may also be obtained from the Fish and Wildlife Service or respective state conservation departments on fish and wildlife law enforcement, fish and wildlife inventories, fish stocking, noxious plant control, predator control, use of herbicides and pesticides, and similar matters, thereby reducing manpower needs on installations. The Cooperative Plan Agreement should specify the type and extent of technical assistance that will be provided by the state and Federal agencies involved. Experts at universities, the Fish and Wildlife Service, the Smithsonian Institution, and state conservation departments can assist in the identification of fish and wildlife species that may be involved in law enforcement cases.